

NOVEMBER 27, 2012 MEETING MINUTES

2013 DELAWARE COMPENSATION COMMISSION

10:00 A.M. – 12:00 P.M.

Haslet Building, Dover, DE

Commission Members Present:

Jennifer W. Davis (J.J.)
Donald Puglisi
Michael Ratchford
Harold Stafford
William Willis
Meaghan Brennan for Ann Visalli (ex-officio)

Others in Attendance:

Consultant to the Commission: Michael Nadol

Governor's Chief of Staff: Michael Barlow

Delaware State News Reporter: Jen Rini

Office of Management and Budget (OMB) Staff:

Linda McCloskey
Lisa Allison
Jessica Eisenbrey
Abbey Feierstein

The second meeting of the 2013 Delaware Compensation Commission (DCC) began with the consideration of minutes from the November 19, 2012 meeting. Jennifer Davis moved and Mike Ratchford seconded a motion to accept the minutes as written. No objections were noted.

The materials requested by the Commission at its prior meeting were handed out and discussed including a comparison of pension benefits, an example of a hypothetical employee's pension benefits under the Judicial, State Employees, and Legislators pension plans, estimated cost of a 1% salary increase for positions covered by the DCC, Executive Branch compression analysis results and salary survey data. Discussion included: Judicial salaries increased via the budget process, reasons for salary compression in Department of Safety and Homeland Security, Department of Health and Social Services, Department of Education and the limited flexibility of the Governor in setting salaries of direct appointees 5% above or 5% below the line item amounts.

Mike Nadol then discussed the salary survey data from The Book of States 2012, produced by the Council of State Governments (CSG) and the Survey of Judicial Salaries, January 2012, published by the National Center for State Courts (NCSC). He prefaced his introduction of the

salary survey data with brief remarks about contextual factors in which the data should be considered, a caution about the value of benchmarking, and that the data should be considered as a starting point for more research should the Commission so desire. Group discussion and questions during and following Mr. Nadol's presentation included the value of regional data vs. national data, a request from Mike Ratchford for salary data from Maryland county and city jurisdictions, the consideration of differences in cost of living and tax burdens when viewing salary survey data from other states, judicial salaries in New Jersey and at the federal level (Mr. Nadol will obtain federal judiciary salary data), ratings available for state court systems (Mr. Nadol to research), and full-time/part-time variation in legislator pay schedules from state to state.

In response to a question from Jennifer Davis, Mr. Nadol noted that he did not see any surprises in the data and that before drilling down further; Delaware's salaries appeared to be within the general mainstream. Ms. Davis observed that relative to the marketplace, there did not appear to be any glaring salary issues. That being said, Mr. Ratchford noted that the Commission should next consider significant changes in responsibilities that have been identified in the Office of Management and Budget, Department of State, Department of Transportation and to consider internal salary equity when evaluating these changes. Group discussion noted the Affordable Care Act and other emerging issues to consider whether salaries that are in range today will continue to be in range five years from now.

Mr. Ratchford noted that the Commission will next meet on December 13, 2012 beginning at 3:00 p.m. at the Haslet Building, Room 219, to receive public comments. For scheduling purposes, the Commission requested that those who wish to speak notify the Commission in advance and submit a copy of their comments in writing prior to December 13. Written comments only are also welcome. It was noted that Commission meetings are public, open meetings and handouts are public information.

The meeting adjourned at 10:50 a.m.